

## **V. EMPLOYMENT TRAINING PANEL**

The Employment Training Panel (ETP) is a statewide economic development program that supports the overall California economy by ensuring that employers have the skilled workers they need to compete in the global economy. ETP was created in 1982 with the initial mandate of addressing the large displacement of workers resulting from plant closures by moving the unemployed quickly into jobs or by saving the jobs of workers threatened with displacement. In January 1994, ETP was expanded to primarily focus its funds on the training of unemployed workers for high-wage, high-skill jobs and on the retraining of incumbent workers of businesses challenged by out-of-state competition.

Currently, the Special Employment Training (SET) category allows ETP to fund training for businesses and workers not eligible under the regular program criteria. In addition, amendments to the program effective January 1, 1998 added Welfare to Work as new funding category for ETP. As a result, ETP is also able to fund retraining for employed current or former welfare recipients in support of California's welfare reform activities.

A key feature of ETP since its inception is its 100 percent performance-based contracting requirement, which ensures that the training is tied to a real job. This means a contractor earns no funds until a trainee completes all of the training and a subsequent employment retention period of at least 90 days in a training-related job. Since it began in 1983, ETP has trained approximately 327,000 workers for 36,000 businesses.

ETP is funded through the Employment Training Tax which is levied on the California employers who participate in the Unemployment Insurance System. Typically, ETP averages \$70 to \$100 million in training funds annually, which consists of the year's appropriation and disencumbered funds available for reuse.

ETP has a special connection to the Employment Development Department (EDD) in that ETP's budget is contained within EDD's budget. In addition, ETP purchases the services of EDD for ETP's budget, personnel, and business services.

### **A. DELIVERY SYSTEM**

ETP does not conduct training for businesses, but instead contracts with employers or groups of employers, training agencies and related organizations, or Private Industry Councils to provide training. These groups may, in turn, contract with a variety of providers and trainers to deliver the training or services.

### **B. PARTICIPANT CHARACTERISTICS**

Participating programs were asked to provide data to the PBA system on those participants whose date of program departure was between July 1, 1996 and June 30, 1997 (defined as the 1996-97 cohort). ETP provided information on trainees who left ETP-funded training programs during that fiscal year, regardless of whether they were in a program whose overall contract was

completed in 1996-97. These trainees were divided into two categories: "retrainees" and "new hires." A retrainee was defined as a worker who was employed:

1. Full-time with a contractor or participating employer in California for a minimum of 90 days; or,
2. For less than 90 days with current employer and had a work history of being employed for at least an average of 20 hours per week for at least 90 days by an ETP eligible employer(s) during the 180-day period preceding their current hire date; or,
3. For less than 90 days prior to the start date of employment with their current employer and was collecting Unemployment Insurance benefits, or had exhausted their benefits within the previous two years.

A new hire was defined as a worker, trained and placed into employment by a training agency (public or private) or a Private Industry Council, who:

1. Was receiving Unemployment Insurance benefits at the time of hire; or,
2. Had exhausted their benefits within the previous 24-month period; or,
3. Had received a layoff notice from their employer.

Both the retrainee and new hire cohorts were further divided into two categories: "completers" (placements) and "leavers" (drops). A completer was defined as a trainee who completed all training, and had been employed in a training related job for at least 90-days after training. The date the 90-day retention period was completed was used as the date of program departure for determining the start of the after program period. A leaver was defined as a trainee who enrolled and attended a minimum of eight hours of training, but who either did not complete the training or the 90-day retention period, or who failed to meet other minimum requirements. Leavers may have left the program before, during, or after training, or did not complete the 90-day retention period. For leavers, note that the date of program departure may have been administratively set by ETP to the day after the participant was enrolled in the training program regardless of when the leaver actually left. This date of program departure was used to determine the start of the after program period.

Each program included in these reports provided a data file on their participants for inclusion in the 1996-97 cohort. The individual participant records, as defined by unique Social Security Number, were examined with a series of internal and external validity checks (described in Chapter I). Some of the records that were initially submitted were removed as part of this process. The final 1996-97 cohort is shown in the right columns of **Table V-1**.

**TABLE V-1**  
**EMPLOYMENT TRAINING PANEL 1996-97 COHORT**

Unique Social Security Numbers (SSNs)	SSNs Removed Due to:		Final ETP Cohort				
	Internal Checks	External Checks	Retrainees		New Hires		Total Participants
			Completers	Leavers	Completers	Leavers	
31,918	-2	-13	23,399	6,678	1,255	571	31,903

Many of ETP's participants received more than one type of training, as defined by Classification of Instructional Program (CIP) codes. In the analyses presented in this report, there were 45,686 distinct training records.

The demographic characteristics of ETP's 1996-97 cohort are presented in the tables on the following page. In reviewing these tables, please keep the following in mind:

- The percentages may not add exactly to 100 due to the suppression of results based on four or fewer, including zero, records (as indicated by asterisks \*\*) for confidentiality reasons.
- The percentages are based on the number of participant records with data for a given demographic characteristic. Therefore subgroup sizes (n) vary slightly among tables.
- Age was calculated from the reported date of birth to July 1, 1996 (the beginning of the cohort).
- The PBA system defined a set of standard data elements that were desired from all participating programs. Data that were not collected by a program's data systems in 1996-97, or were not provided to the PBA system, are noted by "NOT REPORTED."

#### **Unique Characteristics of the 1996-97 ETP Cohort**

The 1996-97 retrainee and new hire completer cohort were predominately male (63.0 percent of the completers and 62.7 percent of the leavers in the retrainee cohort, and 64.2 percent of the completers in the new hire cohort), which may be largely a result of ETP's focus on manufacturing and other basic industries.

While most of the 1996-97 cohort had less than a four-year college degree, a significant percentage of the retrainees had at least 16 years of education prior to program participation (30.4 percent of the completers and 30.6 percent of the leavers).

**TABLE V-2**  
**ETP RETRAINEE 1996-97 COHORT DEMOGRAPHIC PROFILE**

<b>AGE</b>			<b>GENDER</b>			<b>ETHNICITY</b>		
COMPLETERS (n=21,710)			COMPLETERS (n=20,761)			COMPLETERS (n=20,147)		
Category	Percent	LEAVERS (n=6,321) Percent	Category	Percent	LEAVERS (n=5,758) Percent	Category	Percent	LEAVERS (n=5,489) Percent
<18	*,*	*,*	Female	37.0	37.3	Asian	11.1	10.1
18-24	5.2	8.7	Male	63.0	62.7	Black	4.9	5.6
25-39	46.6	50.6				Filipino	6.2	5.0
40-54	37.8	31.5				Hispanic	26.6	27.8
55-64	8.3	7.2				Native American	1.0	1.3
65+	2.1	2.0				White	47.6	47.3
						Other	2.5	3.0

<b>DISABILITY STATUS</b>			<b>ECONOMICALLY DISADVANTAGED</b>			<b>DISLOCATED WORKER</b>		
COMPLETERS (n=20,034)			COMPLETERS (n=18,083)			COMPLETERS (n=20,147)		
Category	Percent	LEAVERS (n=5,512) Percent	Category	Percent	LEAVERS (n=5,026) Percent	Category	Percent	LEAVERS (n=5,489) Percent
Yes	*,*	*,*	Yes	0.6	0.7	Yes	DATA NOT REPORTED	
(Self-Report)	1.0	1.1	No	99.4	99.3	No		
No	99.0	98.9						

<b>DISPLACED HOMEMAKER</b>			<b>VETERAN</b>			<b>BASIC SKILLS DEFICIENT</b>		
COMPLETERS (n=20,034)			COMPLETERS (n=19,893)			COMPLETERS (n=20,147)		
Category	Percent	LEAVERS (n=5,512) Percent	Category	Percent	LEAVERS (n=5,026) Percent	Category	Percent	LEAVERS (n=5,489) Percent
Yes	DATA NOT REPORTED		Yes	12.4	12.4	Yes	DATA NOT REPORTED	
No			No	87.6	87.6	No		

<b>LIMITED ENGLISH PROFICIENCY</b>			<b>PRIOR EDUCATION ATTAINMENT</b>			<b>NON-TRADITIONAL TRAINING</b>		
COMPLETERS (n=20,034)			COMPLETERS (n=19,437)			COMPLETERS (n=20,147)		
Category	Percent	LEAVERS (n=5,512) Percent	Category	Percent	LEAVERS (n=5,165) Percent	Category	Percent	LEAVERS (n=5,489) Percent
Yes	DATA NOT REPORTED		<High School	12.1	12.3	Yes	DATA NOT REPORTED	
No			High School Graduate	25.0	26.2	No		
			13-15 Yrs	32.4	30.9			
			Asso. Degree	*,*	*,*			
			16 or more Yrs	30.4	30.6			

**TABLE V-3**  
**ETP NEW HIRE 1996-97 COHORT DEMOGRAPHIC PROFILE**

<b>AGE</b>			<b>GENDER</b>			<b>ETHNICITY</b>		
COMPLETERS (n=1,216)		LEAVERS (n=546)	COMPLETERS (n=1,218)		LEAVERS (n=557)	COMPLETERS (n=1,221)		LEAVERS (n=553)
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
<18	*,*	*,*	Female	35.8	51.7	Asian	10.0	9.0
18-24	8.9	11.4	Male	64.2	48.3	Black	11.5	18.6
25-39	49.6	45.6				Filipino	6.1	4.5
40-54	35.2	33.0				Hispanic	25.8	20.3
55-64	5.1	9.0				Native American	1.1	1.8
65+	1.1	1.1				White	43.9	44.1
						Other	1.6	1.6

<b>DISABILITY STATUS</b>			<b>ECONOMICALLY DISADVANTAGED</b>			<b>DISLOCATED WORKER</b>		
COMPLETERS (n=1,215)		LEAVERS (n=549)	COMPLETERS (n=1,155)		LEAVERS (n=521)	COMPLETERS		LEAVERS
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
Yes	*,*	*,*	Yes	8.2	13.2	Yes	DATA NOT REPORTED	
(Self-Report)	1.2	1.1	No	91.8	86.8	No		
No	98.8	98.9						

<b>DISPLACED HOMEMAKER</b>			<b>VETERAN</b>			<b>BASIC SKILLS DEFICIENT</b>		
COMPLETERS		LEAVERS	COMPLETERS (n=1,219)		LEAVERS (n=552)	COMPLETERS		LEAVERS
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
Yes	DATA NOT REPORTED		Yes	15.8	9.2	Yes	DATA NOT REPORTED	
No			No	84.2	90.8	No		

<b>LIMITED ENGLISH PROFICIENCY</b>			<b>PRIOR EDUCATION ATTAINMENT</b>			<b>NON-TRADITIONAL TRAINING</b>		
COMPLETERS		LEAVERS	COMPLETERS (n=1,172)		LEAVERS (n=542)	COMPLETERS		LEAVERS
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
Yes	DATA NOT REPORTED		<High School	7.3	7.4	Yes	DATA NOT REPORTED	
No			High School Graduate	36.0	37.3	No		
			13-15 Yrs	39.7	39.3			
			Asso. Degree	*,*	*,*			
			16 or more Yrs	17.1	16.1			

## C. TRAINING/SERVICES PROVIDED

ETP's agency-specific training and service codes were transformed into Classification of Instructional Program (CIP) codes, using a crosswalk developed jointly by the program and the PBA system contractor. The most frequent types of training, in terms of CIP codes, are presented in the following table. Please note that some individual trainees received more than one type of training, and thus may appear more than once in the table.

**TABLE V-4  
TEN MOST FREQUENT OCCUPATIONAL TRAINING PROGRAMS  
1996-97 ETP PROGRAM COHORTS**

Classification of Instruction Program (CIP) Code	RETRAINEES		NEW HIRES	
	COMPLETERS (N=33,639) Percent	LEAVERS (N=9,993) Percent	COMPLETERS (N=1,446) Percent	LEAVERS (N=608) Percent
888888 Total Quality Management (ETP Code)	35.4	36.5	19.2	11.2
119999 Computer/Information Sciences	20.8	18.1	28.8	37.8
886666 Customer Service (ETP Code)		14.9	14.9	5.9
882222 Statistical Process Control (ETP Code)	14.6	11.7	2.8	1.6
886666 Customer Service (ETP Code)	11.9			
520201 Business Administration/Management	6.7	9.0	1.5	
480101 Drafting, General	3.9	3.2	10.1	8.6
511614 Nurse Assistant/Aide			3.4	6.4
469999 Construction Trades, Other			2.8	4.6
884444 Computer Numerical Control (ETP Code)	2.5	2.2	12.7	18.9
150507 Environment/Pollution Control Tech.	1.2			
470104 Computer Installer	1.1	1.0	2.0	1.5
470603 Auto/Automotive Body Repairer		1.1		
110201 Computer Programming	0.9	1.1		1.2
Total of Program Cohort in the Top Ten CIPs:	99.0	98.8	98.2	97.7

In addition to the job training services listed above, many of ETP's retrainees and new hires were provided basic skills/employment services. It should be noted that most of ETP's training programs include a Structured On-Site Training (SOST) component, so that most of ETP's trainees also received on-the-job training. In addition, those ETP trainees in new hire programs also received job placement services. However, only those persons provided basic skills/employment services in addition to training were captured in the "Type of Service" categories used in this second year report.

**TABLE V-5**  
**TYPE OF SERVICES PROVIDED FOR THE 1996-97 ETP COHORT**

TYPE OF SERVICE	RETRAINEES				NEW HIRES			
	COMPLETERS		LEAVERS		COMPLETERS		LEAVERS	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Job Search/ Job Placement	**	*,*	**	*,*	**	*,*	**	*,*
Basic Skills/ Employment	1,297	5.5	383	30.5	72	1.1	30	5.3
On-the-Job Training/ Work Experience	**	*,*	**	*,*	**	*,*	**	*,*
Other Skills Training	**	*,*	**	*,*	**	*,*	**	*,*

As shown in **Table V-6**, the vast majority (82.0 percent) of the completers in the retrainee cohort completed between 48 and 191 hours of training/services. Of the completers in the new hire cohort, 51.1 percent completed between 192 to 383 hours, while another 41.0 percent completed over 384 hours. ETP does not track the number of training hours for leavers.

**TABLE V-6**  
**AMOUNT OF TRAINING/SERVICES PROVIDED TO 1996-97 ETP COHORT**

Hours	RETRAINEES				NEW HIRES			
	COMPLETERS		LEAVERS		COMPLETERS		LEAVERS	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 8 Hours*	93	0.4	N/A	N/A	14	1.1	N/A	N/A
8 to 47 Hours**	513	2.2			**	*,*		
48 to 191 Hours	19,192	<b>82.0</b>			85	6.8		
192 to 383 Hours	3,383	14.5			641	<b>51.1</b>		
384+ Hours	218	0.9			515	<b>41.0</b>		

\*Completers identified as receiving "under 8 hours" are small business owners, trained under ETP's special entrepreneurial training category, where trainee hours are not captured.

\*\*Completers identified as receiving "8 to 47" have received at least 40 hours of training.

## **D. PERFORMANCE MEASURES**

This section presents the program-wide summary of the 1996-97 ETP cohort for each of the performance measures adopted by the PBA Committee. These measures are summarized in Chapter I and are described in detail in Appendix A.

### **EMPLOYMENT RATE MEASURES**

There are two measures of employment rate presented in this second year report:

- Measure 1 Employment Rate: First Year After Program Participation, which is the found employed rate in the first year after program participation; and,
- Measure 2 Employment Rate: Second Year After Program Participation, which is the found employed rate for prior year's cohorts in their second year after program participation.

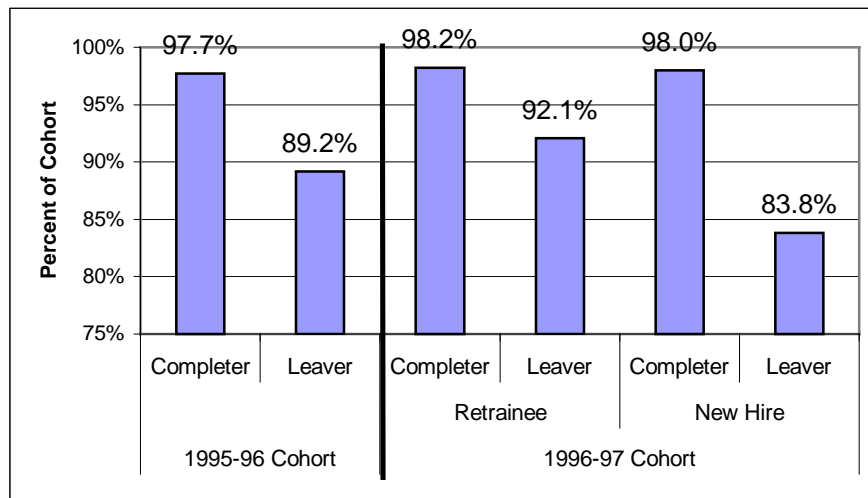
#### **Measure 1 Employment Rate: First Year After Program Participation**

Of the 1996-97 ETP retrainee cohort, 98.2 percent of the completers and 91.2 percent of the leavers were found in California Unemployment Insurance (UI)-covered employment in the first year after program participation. Of the 1996-97 ETP new hire cohort, 98.0 percent of the completers and 83.8 percent of the leavers were found in UI-covered employment in the first year after program participation.

**Figure V-1** presents the employment rate in the first year after program participation for completers and leavers in the 1996-97 ETP cohort, separately for retrainees and new hires. The employment rate in the first year after program participation is also presented for the 1995-96 ETP cohort, in which findings for retrainees and new hires were combined. Given the difference in definition, only inferential comparisons can be made between the 1996-97 and 1995-96 ETP cohorts.



**FIGURE V-1**  
**EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION**



**Table V-7** on the following page presents the cumulative percent of both the current and prior year's cohorts that were found in California UI-covered employment in one, two, three, or all four quarters in the first year after program participation. In this second year of the PBA system, two additional employment databases were used to augment the found employed rate: U.S. Department of Defense's (DOD's) Active Duty Military Master File and U.S. Office of Personnel Management's (OPM's) Central Personnel Data Files. The bottom row of Table V-7 presents the total of the 1996-97 program cohort found employed in all employment sources.

Note that in this and all subsequent tables, percentages referred to in the text or summary figures are shown in bold, and invalid cells are indicated by diagonal lines.

**TABLE V-7**  
**MEASURE 1 EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION<sup>1</sup>**

Number of Quarters Found After Program Participation	1995-96 ETP Cohort				1996-97 ETP Cohort							
	COMPLETERS		LEAVERS		RETRAINEES				NEW HIRES			
	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total
<b>Four</b> quarters (all four quarters after program participation)	17,440	89.8%	3,206	70.2%	21,431	91.6%	5,241	78.5%	1,050	83.7%	279	48.9
<b>Three</b> quarters (any three of four quarters after program participation)	870	4.5	408	8.9	958	4.1	426	6.4	99	7.9	94	16.5
<b>Two</b> quarters (any two of four quarters after program participation)	402	2.1	255	5.6	350	1.5	247	3.7	53	4.2	68	11.9
<b>One</b> quarter (any one of four quarters after program participation)	269	1.4	205	4.5	241	1.0	236	3.5	27	2.2	37	6.5
<b>EMPLOYED IN CA UI-COVERED EMPLOYMENT</b>	<b>18,981</b>	<b>97.7%</b>	<b>4,074</b>	<b>89.2%</b>	<b>22,980</b>	<b>98.2%</b>	<b>6,150</b>	<b>92.1%</b>	<b>1,229</b>	<b>98.0%</b>	<b>478</b>	<b>83.8%</b>
<b>TOTAL FOUND IN ALL EMPLOYMENT SOURCES</b>					22,986	98.2%	6,159	92.1%	1,229	98.0%	478	83.8%

<sup>1</sup> The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

**Table V-8** presents the percent of the 1996-97 ETP program cohorts that were found in each of the three employment sources reviewed. The percent found in both the DOD and OPM files were less than one percent of each of the ETP retrainee and new hire cohorts. Note that an individual participant could be found in more than one database, so the numbers in this table could represent a duplicative count.

**TABLE V-8**  
**PERCENT FOUND IN EACH EMPLOYMENT SOURCE THE FIRST YEAR AFTER**  
**PROGRAM PARTICIPATION**  
**1996-97 ETP COHORT**

Source of Employment Data	RETRAINEES				NEW HIRES			
	COMPLETERS		LEAVERS		COMPLETERS		LEAVERS	
	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total
California Employment Development Department- Base Wage Files	22,980	98.2%	6,150	92.1%	1,229	91.4%	478	83.7%
U.S. Department of Defense - Active Duty Military	5	0.0%	6	0.1%	**	.*	**	.*
U.S. Office of Personnel Management	14	0.1%	7	0.1%	**	.*	**	.*

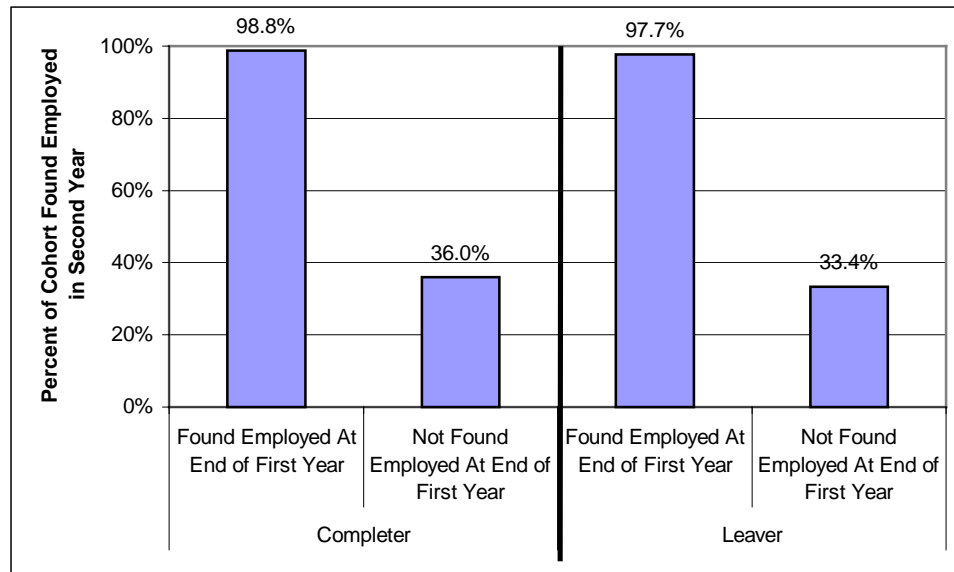
## Measure 2 Employment Rate: Second Year After Program Participation

For this second year of the PBA system, Measure 2 Employment Rate examined employment in the second year after program participation for the 1995-96 ETP cohort.

The 1995-96 program cohort was divided into two groups depending on whether they were, or were not, found employed at the end of the first year after program participation (found in the fourth quarter, or +Q4). Note that the employment could be with any employer and was not restricted to the same employer as at the end of the first year.

As shown in **Figure V-2**, the majority of both completers (98.8 percent) and leavers (97.7 percent) who were employed at the end of the first year after their program participation continued to be employed in the second year. Of those participants who were not found employed at the end of the first year, 36.0 percent of the program completers and 33.4 percent of the leavers were found employed in the second year.

**FIGURE V-2**  
**EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION**  
**1995-96 ETP COHORT**



**Tables V-9 and V-10** present the detail for Measure 2 Employment Rate: Second Year After Program Participation for each of the 1995-96 ETP program cohorts: completers and leavers. As shown in **Table V-9**, of the 1995-96 completer cohort, 94.0 percent were found in CA UI-covered employment all or part of the second year after program participation. This represents a *decline* of 3.7 percent in the overall found employed rate of 97.7 percent for this same cohort during the first year after program participation (shown in Table V-7).

**TABLE V-9**  
**MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM**  
**PARTICIPATION, 1995-96 ETP COMPLETERS**

Status at the End of the First Year After Program Participation (+Q4)		Second Year After Program Participation							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	17,984	16,374	91.0%	1,379	7.7%	17,753	<b>98.8%</b>	231	1.3%
Not Found Employed	1,446	208	14.4%	312	21.6%	520	36.0%	926	64.0%
Total	19,430	16,582	85.3%	1,691	8.7%	18,273	<b>94.0%</b>	1,157	6.0%

As shown in **Table V-10**, of the 1995-96 ETP leaver cohort, 84.7 percent were found in CA UI-covered employment all or part of the second year after program participation. This represents a *decline* of 4.5 percent in the overall found employed rate of 89.2 percent for this same cohort during the first year after program participation (shown in Table V-7).

**TABLE V-10**  
**MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION, 1995-96 LEAVERS**

Status at the End of the First Year After Program Participation (+Q4)		Second Year After Program Participation							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	3,646	3,090	84.8%	471	12.9%	3,561	<b>97.7%</b>	85	2.3%
Not Found Employed	922	102	11.1%	206	22.3%	308	33.4%	614	66.6%
Total	4,568	3,192	69.9%	677	14.8%	3,869	<b>84.7%</b>	699	15.3%

## EARNINGS MEASURES

There are two measures of earnings:

- Measure 3 Earnings: Before and First Year After Program Participation, which examines the change in earnings from the year before program participation to the first year after program participation; and,
- Measure 4 Earnings: First and Second Year After Program Participation, which examines the earnings change from the first to the second year after program participation.

Note that all earnings in this report are adjusted to 1995 constant dollars, to permit meaningful comparisons from before to after program participation.

### Measure 3 Earnings: Before and First Year After Program Participation

The operational definition of Measure 3, Earnings Before and After Program Participation, was changed between the first and second years of the PBA system. In this second year, the measure is designed to include information about all members of a cohort, both before and after program participation. This was accomplished by first dividing all members of a program cohort into one of four groups, depending on the amount of their earnings before program participation. Each of the before groups was then classified into four non-discrete (overlapping) sets, based on whether the participants were found employed and, if so, the number of quarters for which earnings were found in the first four quarters after program participation.

The four before program participation groups were:

1. Earnings Greater Than or Equal to Annual Minimum Wage Before: Individuals earning greater than or equal to the minimum wage in the year (four quarters) before program participation;
2. Earnings Less Than Annual Minimum Wage Before: Individuals earning less than full-time at minimum wage but greater than or equal to \$1 in the year (four quarters) before program participation;
3. Found in CA, Zero Earnings Before: Individuals found receiving UI, or eligible for AFDC or SSI/SSP, in the year before program participation, but with zero earnings in the year (four quarters); or,
4. Not Found in CA Before: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) before program participation.

The after program participation sets were:

1. Earnings All Four Quarters After: Individuals with earnings greater than \$1 in each of four quarters of the first year after program participation;
2. Earnings Any of the Four Quarters After: Individuals with earnings greater than \$1 in any one, two, three or four quarters of the first year after program participation (note that this also includes the Earnings All Four Quarters After set);
3. Found in CA, Zero Earnings All Four Quarters After: Individuals with no earnings (or total earnings less than \$1 in CA Base Wage file), but found receiving UI, or eligible for AFDC, or SSI/SSP in any quarter in the first year after program participation; or,
4. Not Found in CA After: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) after program participation.

**Figures V-3 and V-4** present a summary of Measure 3 separately for ETP's retrainee and new hire program cohorts, focusing on the change in Earnings Any of the Four Quarters from before to the first year after program participation for the following three groups:

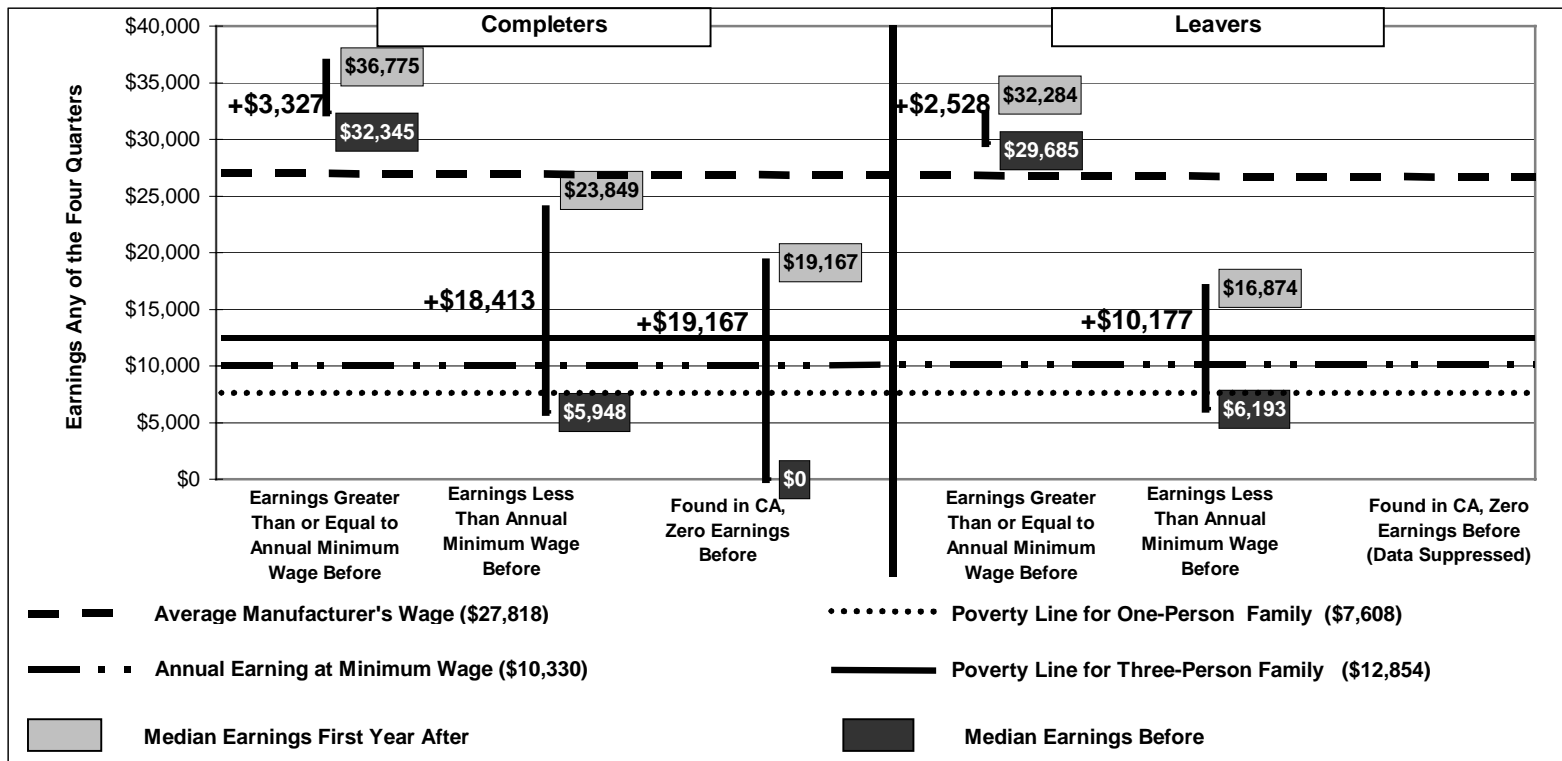
- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before; and,
- Found in CA, Zero Earnings Before.

No earnings change can be calculated for the Not Found in CA Before group.

The Earnings Any of the Four Quarters After are presented benchmarked against four comparison earnings rates (described in Appendix A, Technical Appendices):

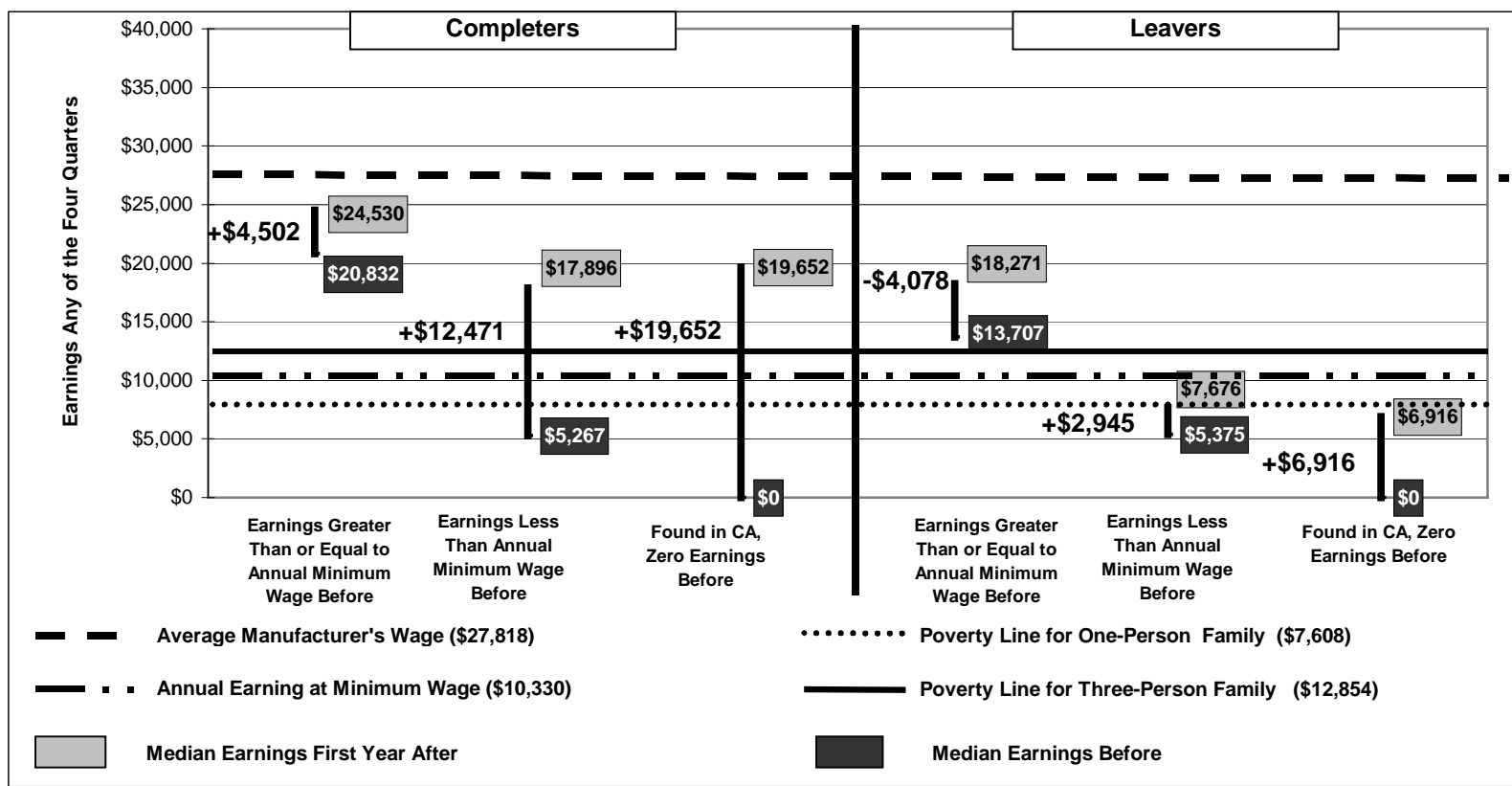
- Average annual wages for total manufacturing in California;
- California's minimum wage annual equivalent;
- The federal poverty guideline for a three-person family; and,
- The federal poverty guideline for a one-person family.

**FIGURE V-3**  
**MEASURE 3 EARNINGS<sup>2</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 RETRAINEE COHORT**



<sup>2</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

**FIGURE V-4**  
**MEASURE 3 EARNINGS<sup>3</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 NEW HIRE COHORT**



<sup>3</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.



Measure 3 Earnings results are presented in separate sets of tables for each of the retrainee and completer cohorts. **Tables V-11, -13, -15, and -17** separately present each cohort's earnings for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

**Tables V-12, -14, -16 and -18** separately present each of the ETP cohort's earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

**Table V-11** shows that of the retrainee completer cohort, 96.3 percent had earnings greater than or equal to the minimum wage, and 2.3 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. Those with earnings less than minimum wage before program participation had higher earnings gains than persons with earnings greater than minimum wage before (\$18,413 compared to \$3,327, as shown in Table V-11). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$36,775) than those with earnings less than minimum wage before (\$23,849).

**TABLE V-11**  
**MEASURE 3 EARNINGS<sup>4</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 RETRAINEE COMPLETER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	RETRAINEE COMPLETER COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	22,531	96.3%	22,396	\$32,345	\$36,775	\$3,327	16	\$34,353	\$0	-\$34,353	119	\$29,787
Earnings Less than Annual Minimum Wage	535	2.3%	512	\$5,948	\$23,849	\$18,413	**	\$**	\$**	\$**	21	\$3,084
Found in CA, Zero Earnings	19	<.1%	6	\$0	\$19,167	\$19,167	8	\$0	\$0		5	\$0
Not Found in CA	314	1.3%	66		\$23,575		**		\$0		245	
TOTAL:	23,399		22,980				**				390	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage <sup>5</sup>			\$27,818									
Minimum Wage <sup>6</sup>			\$10,330									
Poverty Line (Three-person family) <sup>7</sup>			\$12,854									
Poverty Line (One-person family) <sup>8</sup>			\$7,608									

<sup>4</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>5</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>6</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>7</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>8</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was not substantially greater for the set of participants found with earnings all four quarters the first year after program participation. **Table V-12** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$3,751. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a comparable median earnings increase of only \$3,327 (Table V-11). This possibly is a reflection of the fact that over 90 percent of the retrainee cohort had earnings greater than minimum wage before program participation.

**TABLE V-12**  
**MEASURE 3 EARNINGS<sup>9</sup>: BEFORE AND AFTER PROGRAM PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1996-97 RETRAINEE COMPLETER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	20,954	\$32,621	\$37,942	<b>\$3,751</b>
Earnings Less than Annual Minimum Wage	431	\$5,948	\$26,494	\$20,988
Found in CA, Zero Earnings	**	\$**	\$**	\$**
Not Found in CA	42		\$30,175	
<b>COMPARISON EARNING RATES</b>				
Average Manufacturer's Wage <sup>10</sup>			\$27,818	
Minimum Wage <sup>11</sup>			\$10,330	
Poverty Line (Three-person family) <sup>12</sup>			\$12,854	
Poverty Line (One-person family) <sup>13</sup>			\$7,608	

**Table V-13** shows that of the ETP retrainee leaver cohort, 92.5 percent had earnings greater than or equal to the minimum wage, and 5.3 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. Those with earnings less than minimum wage before program participation had higher earnings gains than persons with earnings greater than minimum wage before (\$10,177 compared to \$2,528, as shown in Table V-13). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$32,284) than those with earnings less than minimum wage before (\$16,874).

<sup>9</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>10</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>11</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>12</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>13</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

**TABLE V-13**  
**MEASURE 3 EARNINGS<sup>14</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 RETRAINEE LEAVER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	RETRAINEE LEAVER COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	6,179	92.5%	5,782	\$29,685	\$32,284	\$2,528	76	\$26,118	\$0	-\$26,118	321	\$27,889
Earnings Less than Annual Minimum Wage	354	5.3%	335	\$6,193	\$16,874	\$10,177	**	\$**	\$**	\$**	16	\$6,099
Found in CA, Zero Earnings	8	0.001%	**	\$**	\$**	\$**	**	\$0	\$0		**	\$0
Not Found in CA	137	2.1%	30		\$17,720		**		\$0		107	
TOTAL:	6,678		**				**				**	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage <sup>15</sup>			\$27,818									
Minimum Wage <sup>16</sup>			\$10,330									
Poverty Line (Three-person family) <sup>17</sup>			\$12,854									
Poverty Line (One-person family) <sup>18</sup>			\$7,608									

<sup>14</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>15</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>16</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>17</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>18</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table V-14** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$3,700. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings increase of only \$2,528 (Table V-13).

**TABLE V-14**  
**MEASURE 3 EARNINGS<sup>19</sup>: BEFORE AND AFTER PROGRAM PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1996-97 RETRAINEE LEAVER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	4,957	\$30,320	\$35,448	<b>\$3,700</b>
Earnings Less than Annual Minimum Wage	262	\$6,328	\$18,417	\$12,908
Found in CA, Zero Earnings	**	\$**	\$**	\$**
Not Found in CA	20		\$37,442	
<b>COMPARISON EARNING RATES</b>				
Average Manufacturer's Wage <sup>20</sup>			\$27,818	
Minimum Wage <sup>21</sup>			\$10,330	
Poverty Line (Three-person family) <sup>22</sup>			\$12,854	
Poverty Line (One-person family) <sup>23</sup>			\$7,608	

**Table V-15** shows that of the new hire completer cohort, 71.1 percent had earnings greater than or equal to the minimum wage, and 24.4 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. Those with earnings less than minimum wage before program participation had higher earnings gains than persons with earnings greater than minimum wage before (\$12,471 compared to \$4,502, as shown in Table V-15). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$24,530) than those with earnings less than minimum wage before (\$17,896).

<sup>19</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>20</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>21</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>22</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>23</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

**TABLE V-15**  
**MEASURE 3 EARNINGS<sup>24</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 NEW HIRE COMPLETER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	NEW HIRE COMPLETER COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	892	71.1%	879	\$20,832	\$24,530	\$4,502	5	\$16,064	\$0	-\$16,064	8	\$20,039
Earnings Less than Annual Minimum Wage	306	24.4%	298	\$5,267	\$17,896	\$12,471	**	\$**	\$**	\$**	5	\$5,979
Found in CA, Zero Earnings	36	2.9%	36	\$0	\$19,652	\$19,652	**	\$0	\$0		**	\$0
Not Found in CA	21	1.7%	16		\$17,235		**		\$0		5	
TOTAL:	1,255		1,229				**				**	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage <sup>25</sup>			\$27,818									
Minimum Wage <sup>26</sup>			\$10,330									
Poverty Line (Three-person family) <sup>27</sup>			\$12,854									
Poverty Line (One-person family) <sup>28</sup>			\$7,608									

<sup>24</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>25</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>26</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>27</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>28</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table V-16** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$6,030. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings increase of \$4,502 (Table V-15).

**TABLE V-16**  
**MEASURE 3 EARNINGS<sup>29</sup>: BEFORE AND AFTER PROGRAM PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1996-97 NEW HIRE COMPLETER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	773	\$21,275	\$26,476	<b>\$6,030</b>
Earnings Less than Annual Minimum Wage	237	\$5,299	\$19,206	\$13,854
Found in CA, Zero Earnings	29	\$0	\$25,506	\$25,506
Not Found in CA	11		\$18,802	
<b>COMPARISON EARNING RATES</b>				
Average Manufacturer's Wage <sup>30</sup>			\$27,818	
Minimum Wage <sup>31</sup>			\$10,330	
Poverty Line (Three-person family) <sup>32</sup>			\$12,854	
Poverty Line (One-person family) <sup>33</sup>			\$7,608	

**Table V-17** shows that of the new hire leaver cohort, 56.2 percent had earnings greater than or equal to the minimum wage, and 37.1 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. Those with earnings less than minimum wage before program participation had higher earnings gains than persons with earnings greater than minimum wage before (\$2,945 compared to -\$4,078, as shown in Table V-17). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$13,707) than those with earnings less than minimum wage before (\$7,676).

<sup>29</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>30</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>31</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>32</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>33</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

**TABLE V-17**  
**MEASURE 3 EARNINGS<sup>34</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 NEW HIRE LEAVER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	NEW HIRE LEAVER COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	321	56.2%	282	\$18,271	\$13,707	-\$4,078	11	\$21,512	\$0	-\$21,512	28	\$14,927
Earnings Less than Annual Minimum Wage	212	37.1%	169	\$5,373	\$7,676	\$2,945	10	\$3,918	\$0	-\$3,918	33	\$4,928
Found in CA, Zero Earnings	32	5.6%	21	\$0	\$6,916	\$6,916	**	\$0	\$0		8	\$0
Not Found in CA	6	0.01%	6		\$		**		\$0		**	
TOTAL:	571		478				**				**	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage <sup>35</sup>			\$27,818									
Minimum Wage <sup>36</sup>			\$10,330									
Poverty Line (Three-person family) <sup>37</sup>			\$12,854									
Poverty Line (One-person family) <sup>38</sup>			\$7,608									

<sup>34</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>35</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>36</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>37</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>38</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.



The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table V-18** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$577. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings *decline* of \$4,078 (Table V-17).

**TABLE V-18**  
**MEASURE 3 EARNINGS<sup>39</sup>: BEFORE AND AFTER PROGRAM PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1996-97 NEW HIRE LEAVER COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	173	\$18,960	\$19,268	<b>\$577</b>
Earnings Less than Annual Minimum Wage	95	\$5,499	\$11,503	\$7,550
Found in CA, Zero Earnings	9	\$0	\$15,231	\$15,231
Not Found in CA			\$**	
<b>COMPARISON EARNING RATES</b>				
Average Manufacturer's Wage <sup>40</sup>			\$27,818	
Minimum Wage <sup>41</sup>			\$10,330	
Poverty Line (Three-person family) <sup>42</sup>			\$12,854	
Poverty Line (One-person family) <sup>43</sup>			\$7,608	

## Measure 4 Earnings: First and Second Year After Program Participation

For this second year of the PBA system, Measure 4 examined earnings change from the first to the second year after program participation for the 1995-96 cohort.

As was defined earlier in the Measure 3 discussion, the entire 1995-96 cohort was divided into four before program participation groups (based on labor market experience and found status), and four after program participation sets. Measure 4 was based on the change in earnings from

<sup>39</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>40</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>41</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>42</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>43</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

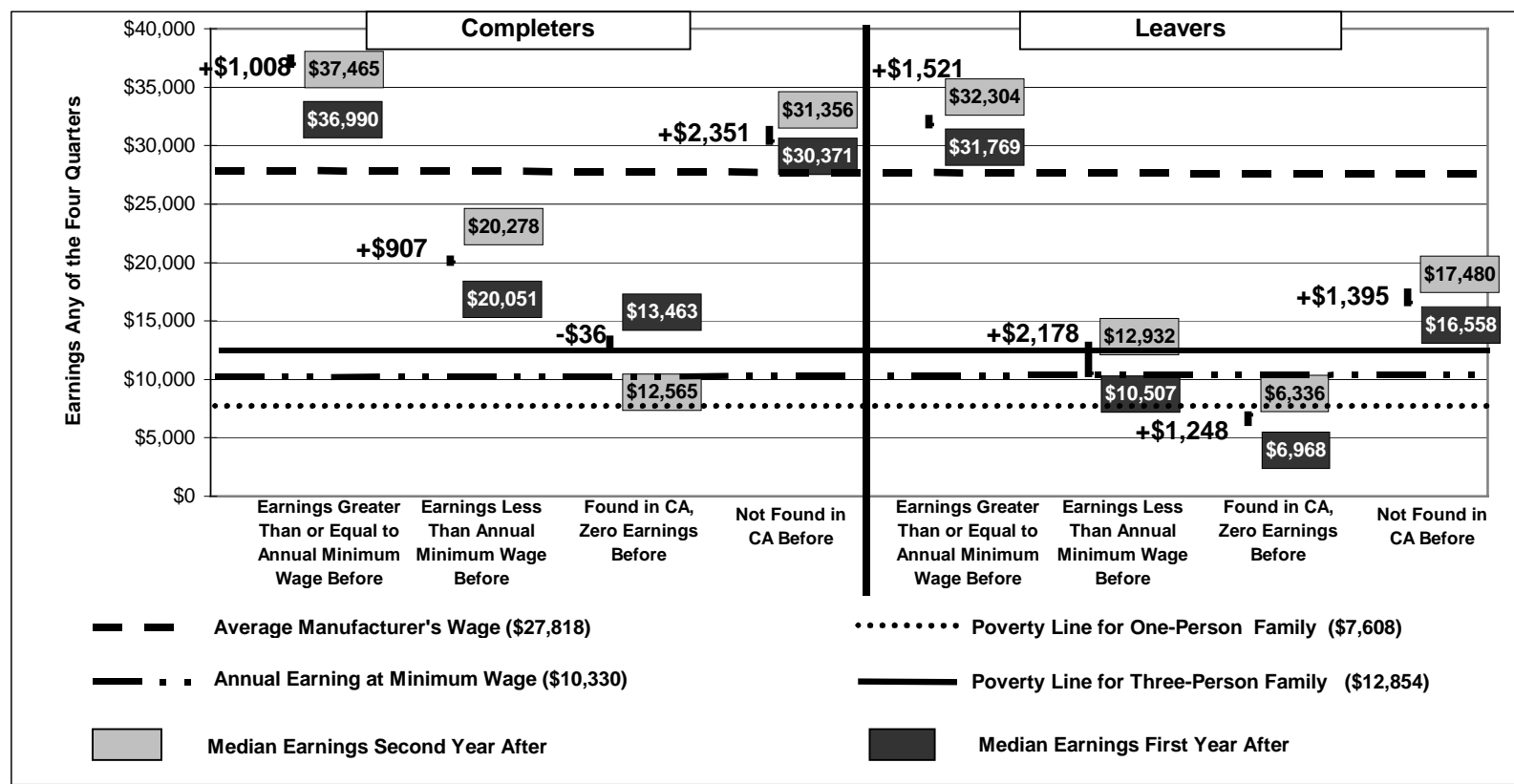
the first year after program participation (+Q1 through +Q4) to the second year after program participation (+Q5 through +Q8).

**Figure V-5** presents a summary of Measure 4 for ETP's 1995-96 program cohorts, focusing on the change in Earnings Any of the Four Quarters from the first year to the second year after program participation for the following four groups:

- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before;
- Found in CA, Zero Earnings Before; and,
- Not Found in CA Before.

As shown, both the 1995-96 completers and leavers generally earned more in the second year after program participation, as evidenced by the positive median change in earnings from the First Year After to the Second Year After.

**FIGURE V-5**  
**MEASURE 4 EARNINGS<sup>44</sup> FIRST AND SECOND YEAR AFTER PROGRAM PARTICIPATION**  
**1995-96 COHORT**



<sup>44</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Similar to Measure 3, Measure 4 Earnings results are presented in separate sets of tables for each of the ETP 1995-96 completer and leaver cohorts. **Tables V-19 and -21** separately present each cohort's median earnings before program participation, as well as their median earnings in the first and second years after program participation for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

**Tables V-20 and -22** separately present each of the 1995-96 ETP cohort's earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full program cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

As shown in **Table V-19**, for completers who were found with Earnings Any of the Four Quarters, the median change in earnings from the first to the second year after program participation ranged from -\$36 to \$2,351.

**TABLE V-19**  
**MEASURE 4 EARNINGS<sup>45</sup>: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION**  
**1995-96 ETP COMPLETERS**

BEFORE PROGRAM PARTICIPATION GROUP	ETP COMPLETER COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS												
			Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA		
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings Second Year After
Earnings Greater Than or Equal to Annual Minimum Wage	18,391	94.7%	18,215	\$34,395	<b>\$36,990</b>	<b>\$37,465</b>	<b>\$1,008</b>	36	\$34,655	\$0	\$0		140	\$27,877	\$0
Earnings Less than Annual Minimum Wage	679	3.5%	652	\$5,298	<b>\$20,051</b>	<b>\$20,278</b>	<b>\$907</b>	8	\$3,039	\$0	\$2,660		19	\$5,446	\$0
Found in CA, Zero Earnings	59	0.003 %	43	\$0	<b>\$13,463</b>	<b>\$12,565</b>	<b>-\$36</b>	10			\$0		6		\$0
Not Found in CA	301	1.5%	71		<b>\$30,371</b>	<b>\$31,356</b>	<b>\$2,351</b>	**			**		229		\$0
TOTAL:	19,430		18,981					**					394		
COMPARISON EARNING RATES															
				First Year After (1996-97)				Second Year After (1997-98)							
Average Manufacturer's Wage <sup>46</sup>				\$27,305				\$27,818							
Minimum Wage <sup>47</sup>				\$9,744				\$10,330							
Poverty Line (Three-person family) <sup>48</sup>				\$12,801				\$12,854							
Poverty Line (One-person family) <sup>49</sup>				\$7,633				\$7,608							

<sup>45</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Dept. of Finance Consumer Price Index.

<sup>46</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>47</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>48</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>49</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Participants who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from \$1,071 to \$2,751 (**Table V-20**).

**TABLE V-20**  
**MEASURE 4 EARNINGS<sup>50</sup>: FIRST AND SECOND YEAR AFTER PROGRAM**  
**PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1995-96 ETP COMPLETERS**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	16,833	\$34,650	\$38,221	\$38,605	<b>\$1,071</b>
Earnings Less than Annual Minimum Wage	527	\$5,548	\$22,462	\$22,765	\$1,213
Found in CA, Zero Earnings	27	\$0	\$16,071	\$19,748	\$2,017
Not Found in CA	53		\$34,597	\$33,931	<b>\$2,751</b>
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage <sup>51</sup>	\$27,305		\$27,818		
Minimum Wage <sup>52</sup>	\$9,744		\$10,330		
Poverty Line (Three-person family) <sup>53</sup>	\$12,801		\$12,854		
Poverty Line (One-person family) <sup>54</sup>	\$7,633		\$7,608		

As shown in **Table V-21**, for 1995-96 ETP leavers who were found with Earnings Any of the Four Quarters, the median change in earnings from the first to the second year after program participation ranged from \$1,248 to \$2,178.

<sup>50</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>51</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>52</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>53</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>54</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

**TABLE V-21**  
**MEASURE 4 EARNINGS<sup>55</sup>: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION**  
**1995-96 LEAVERS**

BEFORE PROGRAM PARTICIPATION GROUP	ETP LEAVER COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS												
	Number	Percent	Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA		
			Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings Second Year After
Earnings Greater Than or Equal to Annual Minimum Wage	4,043	88.5%	3,701	\$31,433	<b>\$31,769</b>	<b>\$32,304</b>	<b>\$1,521</b>	78	\$27,318	\$0	\$0		264	\$26,998	\$0
Earnings Less than Annual Minimum Wage	358	7.8%	305	\$5,193	<b>\$10,507</b>	<b>\$12,932</b>	<b>\$2,178</b>	7	\$6,411	\$0	\$0		46	\$4,591	\$0
Found in CA, Zero Earnings	61	1.3%	43	\$0	<b>\$6,968</b>	<b>\$6,336</b>	<b>\$1,248</b>	11			\$266		7		\$0
Not Found in CA	106	2.3%	25		<b>\$16,558</b>	<b>\$17,480</b>	<b>\$1,395</b>	**			**		79		\$0
TOTAL:	4,568		4,074					**					396		
COMPARISON EARNING RATES															
			First Year After (1996-97)					Second Year After (1997-98)							
Average Manufacturer's Wage <sup>56</sup>			\$27,305					\$27,818							
Minimum Wage <sup>57</sup>			\$9,744					\$10,330							
Poverty Line (Three-person family) <sup>58</sup>			\$12,801					\$12,854							
Poverty Line (One-person family) <sup>59</sup>			\$7,633					\$7,608							

<sup>55</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>56</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>57</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>58</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>59</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Participants who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from \$1,322 to \$2,912 (Table V-22).

**TABLE V-22**  
**MEASURE 4 EARNINGS<sup>60</sup>: FIRST AND SECOND YEAR AFTER PROGRAM**  
**PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1995-96 LEAVERS**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	2,989	\$32,150	\$35,952	\$36,535	\$1,496
Earnings Less than Annual Minimum Wage	184	\$5,455	\$14,667	\$16,692	\$2,588
Found in CA, Zero Earnings	17	\$0	\$13,286	\$14,814	<b>\$2,912</b>
Not Found in CA	16		\$18,934	\$22,706	<b>\$1,322</b>
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage <sup>61</sup>	\$27,305		\$27,818		
Minimum Wage <sup>62</sup>	\$9,744		\$10,330		
Poverty Line (Three-person family) <sup>63</sup>	\$12,801		\$12,854		
Poverty Line (One-person family) <sup>64</sup>	\$7,633		\$7,608		

## Measure 5: Change in Unemployment Insurance (UI) Status

The purpose of this measure was to examine the impact of workforce preparation programs on persons who were receiving California Unemployment Insurance (UI) before program participation. In this report, each of ETP's 1996-97 four cohorts (retrainee completers, retrainee leavers, new hire completers and new hire leavers) was divided into two before program participation groups and two after program participation groups. Both groups were defined based on whether they had or had not received CA UI payments at any time in the year before or after program participation.

<sup>60</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>61</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>62</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

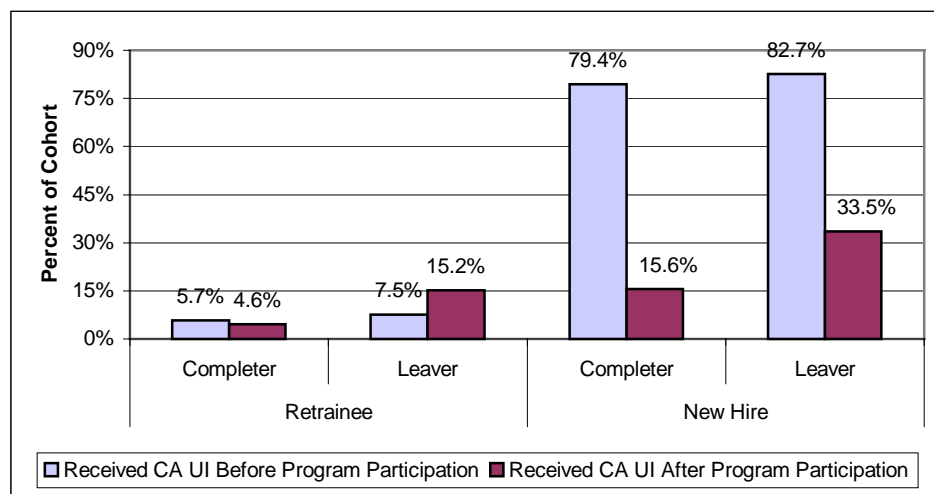
<sup>63</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>64</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.



**Figure V-6** and **Table V-23** illustrate that there were fewer total members of the ETP retrainee completer cohort receiving California UI after program participation (4.6 percent) than were receiving California UI before program participation (5.7 percent). Among the retrainee leaver cohort, however, more members received UI after (15.2 percent) than before (7.5 percent). Among the new hire cohort, fewer members of both the completer and leaver cohorts received California UI after program participation than received UI before.

**FIGURE V-6**  
**MEASURE 5: CHANGE IN UI STATUS**  
**BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 ETP COHORTS**



**TABLE V-23**  
**MEASURE 5: CHANGE IN UI STATUS**  
**1996-97 ETP PROGRAM COHORTS**

ETP Program Cohorts	BEFORE PROGRAM PARTICIPATION STATUS			AFTER PROGRAM PARTICIPATION STATUS			
				Received CA UI		Did Not Receive CA UI	
		Number	Percent	Number	Percent	Number	Percent
<b>Retrainee Completers</b>	Received CA UI	1,333	<b>5.7%</b>	166	12.5%	1,167	87.5%
	Did Not Receive CA UI	22,066	94.3%	905	4.1%	21,161	95.9%
	Total	23,399		1,071	<b>4.6%</b>	22,328	95.4%
<b>Retrainee Leavers</b>	Received CA UI	503	<b>7.5%</b>	154	30.6%	349	69.4%
	Did Not Receive CA UI	6,175	92.5%	862	14.0%	5,313	86.0%
	Total	6,678		1,016	<b>15.2%</b>	5,662	84.8%
<b>New Hire Completers</b>	Received CA UI	996	<b>79.4%</b>	164	16.5%	832	83.5%
	Did Not Receive CA UI	259	20.6%	32	12.5%	227	87.6%
	Total	1,255		196	<b>15.6%</b>	1,059	84.4%
<b>New Hire Leavers</b>	Received CA UI	472	<b>82.7%</b>	161	34.1%	311	65.9%
	Did Not Receive CA UI	98	17.2%	30	30.6%	68	69.4%
	Total	570		191	<b>33.5%</b>	379	66.5%

**Table V-24** shows that completers and leavers in the new hire cohort who received California UI both before and after program participation had a larger reduction in annual average number of weeks of California UI than their counterparts in the retrainee cohort.

**TABLE V-24**  
**MEASURE 5: CHANGE IN WEEKS OF UI RECEIVED**  
**BEFORE AND AFTER PROGRAM PARTICIPATION<sup>65</sup>**  
**1996-97 ETP PROGRAM COHORT**

ETP Program Cohorts	BEFORE PROGRAM PARTICIPATION STATUS		RECEIVED CA UI AFTER PROGRAM PARTICIPATION	Change in Annual Average Number of Weeks of CA UI
		Annual Average Number of Weeks of CA UI	Annual Average Number of Weeks of CA UI	
<b>Retrainee Completers</b>	Received CA UI	9.6	8.4	<b>-1.2</b>
	Did Not Receive CA UI	0.0	11.2	+11.2
<b>Retrainee Leavers</b>	Received CA UI	10.8	9.6	<b>-1.2</b>
	Did Not Receive CA UI	0.0	11.2	+11.2
<b>New Hire Completers</b>	Received CA UI	16.3	12.2	<b>-4.1</b>
	Did Not Receive CA UI	0.0	11.2	+11.2
<b>New Hire Leavers</b>	Received CA UI	14.1	11.3	<b>-2.8</b>
	Did Not Receive CA UI	0.0	11.5	+11.5

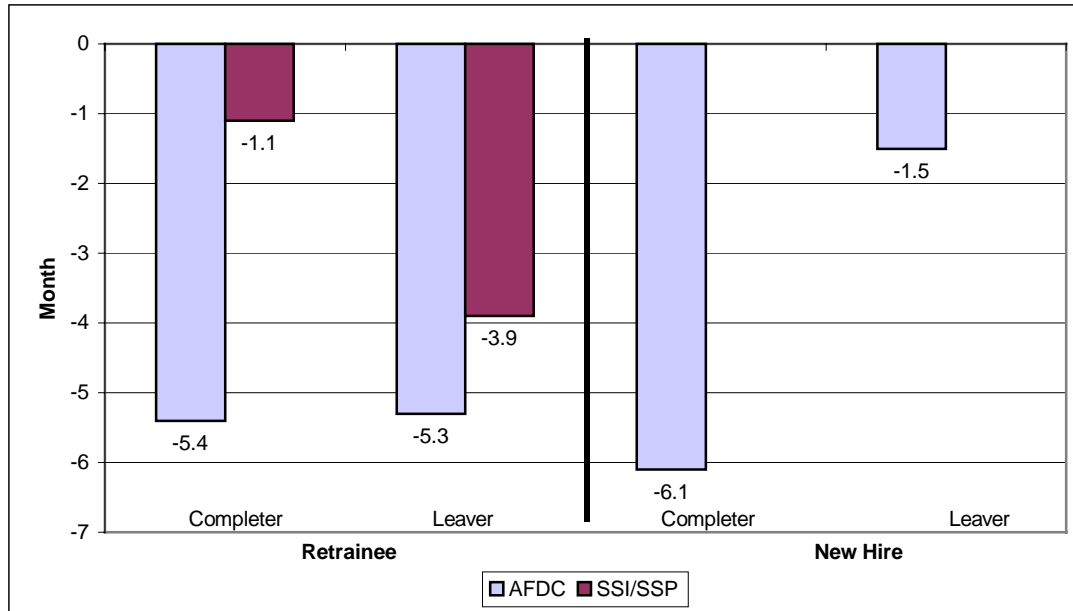
## Measure 6: Change in Status from Tax Receiver to Tax Payer

This measure was calculated for those members of the Employment Training Panel 1996-97 cohorts who received Aid to Families with Dependent Children (AFDC), or Supplemental Security Income/State Supplementary Payments (SSI/SSP), in the 12 months before program participation.

**Figure V-7** summarizes the change in number of months of AFDC and SSI/SSP from before to the first year after program participation for the 1996-97 cohort.

<sup>65</sup> The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

**FIGURE V-7**  
**MEASURE 6: CHANGE IN MONTHS OF BENEFITS RECEIVED BEFORE AND**  
**FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 ETP COHORT**



The change in number of months of AFDC and SSI/SSP from before to the first year after program participation for both the 1995-96 and 1996-97 cohorts are presented in **Table V-25**. The numbers of new hires receiving SSI/SSP in the 12 months before program participation is too few for meaningful analysis.

**TABLE V-25**  
**MEASURE 6: AVERAGE MONTHS OF RECEIVING PUBLIC BENEFITS**  
**BEFORE AND AFTER PROGRAM PARTICIPATION**

Months	1995-96 Cohort				1996-97 Cohort							
	COMPLETERS		LEAVERS		RETRAINEES				NEW HIRES			
	AFDC	SSI/SSP	AFDC	SSI/SSP	AFDC	SSI/SSP	AFDC	SSI/SSP	AFDC	SSI/SSP	AFDC	SSI/SSP
	(n=152)	(n=12)	(n=92)	(n=6)	(n=211)	(n=17)	(n=104)	(n=8)	(n=36)	**	(n=33)	**
Average Months Before Program Participation	7.3	12.0	8.6	9.8	6.8	10.7	7.2	8.9	8.3	**	6.9	**
Average Months After Program Participation	2.1	9.5	6.4	7.3	1.4	9.6	1.9	5.0	2.2	**	5.4	**
Change in Annual Average	-5.3	-2.5	-2.1	-2.5	-5.4	-1.1	-5.3	-3.9	-6.1	**	-1.5	**

## E. DETAILED TABLES

On the following pages are the detailed summary tables of the performance measures for each of the population subgroups submitted by ETP. The standard data tables are presented in the following order:

1996-97 Retrainee Completers: Measures 1, 3, 5, and 6

1996-97 Retrainee Leavers: Measures 1, 3, 5, and 6

1996-97 New Hire Completers: Measures 1, 3, 5, and 6

1996-97 New Hire Leavers: Measures 1, 3, 5, and 6

1995-96 Completers: Measures 2 and 4

1995-96 Leavers: Measures 2 and 4

Accompanying this report are detailed tables of the performance measures for ETP program completers and leavers, by Classification of Instructional Program (CIP) code and by demographic characteristic. All ETP data are reported at the state agency level only, since there were no reporting districts or other sub-state organization identified. These detailed tables may be accessed on California's Workforce Investment website: [www.calwia.org](http://www.calwia.org).

Please note that in the computer generated tables, asterisks (\*\*) are used to denote suppressed data when there were four, three, two, one or zero employment data points in a given cell.

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